



Director's Office

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Date: July 31, 2003
Ref: DIR-03-317

Out & Equal Organizational Workplace Awards Committee
Via e-mail: awards@outandequal.org

Dear Committee Members:

I was very delighted to learn that the Los Alamos National Laboratory (Laboratory) is one of three finalists for the nationally recognized Outie Award. This level of recognition is validation that the Laboratory is on the right track in providing a positive work environment for all our employees.

I would like to take this opportunity to state my personal commitment to the continual improvement of an open and equal opportunity environment for gays, lesbians, bisexuals, transgender and intersex (LGBTI) employees and applicants at the Laboratory.

We have made significant improvements in our way of doing business that positively impacts our employees and we are committed to establishing and maintaining a positive work environment – second to none! As detailed in our nomination package the Laboratory has committed much time, energy and resources to ensure that our LGBTI community is treated fairly, respectfully and with dignity. The laboratory will continue to enhance efforts to provide a safe and welcoming work environment as valued professionals with the opportunity to excel in their careers.

Diversity is an important institutional value at the Laboratory. That means we will engage in practices that support behaviors consistent with that value – inclusion, opportunity, and respect for the backgrounds, perspectives, opinions, and talents of all our employees. These behaviors and practices must also ensure that discrimination of any kind does not exist at this institution.

Because I believe a diverse Laboratory provides the best minds for our missions, I issued various memos on this subject to our personnel. I have, asked that all employees join me in continuing to strengthen our position as a world-class institution through active participation in diverse recruitment and training opportunities, recognition of all employees, and the establishment of an environment, which fosters a community of mutual respect. In addition, the Laboratory has incorporated language from the New Mexico Legislature's amendment to the state's Human Rights Act adding "sexual orientation" and "gender identity" protection in our policy.

July 31, 2003

The Associate Director for Administration, Richard Marquez will continue his work with our LGBTI Working Group to resolve the "in progress" issues identified in our nomination package. This includes a review of Laboratory subcontracts (approx. 95 local or national companies) to determine the appropriate application of benefits for eligible same-sex domestic partners and to provide written communication to all their workers that employment discrimination based on sexual orientation or gender identity is prohibited. It is our desire to resolve these issues as quickly as possible.

I want to thank you for selecting the Laboratory as a finalist for the Outie Award and for allowing me to provide an institutional perspective on important issues to the LGBTI community – and to all Laboratory employees.

Sincerely,

A handwritten signature in black ink, appearing to read "G. Peter Nanos". The signature is stylized with a large, flowing "G" and "P".

G. Peter Nanos
Director

cy:

Richard Marquez, A108
P. Trujillo, OEO, C329
D. Herrera, DVO, M894
IM-5, A150